

## Small Company Plans Big Activities

### Initiative in Brief

Management and staff at Madison International, a small architectural services company located in Detroit, were excited when they learned that they had been chosen to participate in the *Michigan's Healthy Workplaces* project. From the beginning, the worksite's commitment to wellness was evident. When employees were asked to complete an interest survey and a health risk appraisal, senior management and the wellness committee provided encouragement and support, provided incentives, and allowed employees to complete the questionnaires on company time.

From the results of the questionnaires, the wellness committee developed an action plan that addressed the employees' interest areas. Budgeting, CPR, cardiovascular health, and cholesterol screening were the top health and wellness topics important to Madison employees. Future plans for Madison's worksite wellness program include health screenings with follow up, educational seminars on cardiovascular health and self-care, and personal coaching.

The company underwent numerous changes in 2007, which created some challenges in implementing the wellness activities that were planned. Employees appreciated the wellness program being in place during these changes. The program provided a boost in morale and showed employees that they were valued and appreciated.

### Benefits

Noted benefits of the program are:

- Demonstrated management's commitment to health and the employees.
- Boosted employee morale.
- Identified medical screening best practices.



*"I believe that the single most important thing in life is an individual's physical, mental and emotional health and well being. With them, all other things in life are possible, without them nothing is."*

Sharon Madison-Polk, President

- Wellness programs are possible no matter what the size of the worksite.
- Facilitators are helpful in keeping the program and activities on track.
- Employee input is needed in order to plan activities that are meaningful and useful to them.

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**Cost:** \$3,500  
**Risk Factor:** Self-care, cardiovascular health  
**Impact/Reach:** 12 employees  
**Business/Sector:** Architectural Services/Consulting